Rail Signalling & Power Ltd (RSP) is a supplier of specialist engineering products and design services to the UK Rail, Power, and Industrial Engineering sectors. The company's activities include the design, assembly, and test of electrical and electronic panels, including various types and sizes of equipment housings, and the development of value-engineered products for the railway industry.

RSP conducts their business according to a code of ethical policy which sets standards of good ethical and environmental trade practices, including the provision of safe working conditions and the protection of workers' rights. This code enshrines all the principles of the **Ethical Trading Initiative (ETI) Base Code** and is designed to promote the adoption and improvement of ethical practices globally.

We require our staff and all our suppliers to observe the code's provisions and to demonstrate a similar commitment to an ongoing programme of ensuring and, where necessary, improving, ethical and environmental practices. We recognise that not all our suppliers are able to meet all these standards immediately, but where this is the case, we need to see an on-going commitment to improving working and ethical standards. We expect any suppliers not currently meeting these standards to demonstrate the tangible steps being taken to comply.

RSP Ethical Code of Practice for Responsible Sourcing

Implementation of Code Requirements

1. Suppliers are expected to establish management systems for delivering compliance to this code and maintain records demonstrating compliance. An individual in a senior management position should be appointed to ensure compliance with the code;

2. Suppliers are expected to communicate the requirements of this code to all employees, suppliers and any out-workers or sub-contractors engaged in their supply chain. Suppliers should take steps to ensure that their suppliers and sub-contractors comply with requirements of this code. Suppliers should also provide means for employees to report or discuss non-compliances confidentially;

3. Suppliers shall comply with all applicable national laws in the countries in which they operate and all relevant International Labour Organisation (ILO) conventions. Where these standards differ, the standard that provides workers with greater protection will prevail;

4. Suppliers shall comply with all RSP policies related to responsible sourcing.

Corporate Social Responsibility

We recognise that the business is part of a wider society and that we have a responsibility to contribute to and enhance society at large. We therefore wish to behave responsibly throughout our supply chain and in all our business activities to protect human rights and promote opportunities for all. This includes showing respect for all, compliance with the law, and a commitment to fair business practices.

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Discipline

1. Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation is not acceptable;

2. Disciplinary and grievance procedures shall be clearly documented and communicated to all employees. All disciplinary measures of a serious nature shall be recorded.

Employment of Children

1. Children under the age of 15 shall not be recruited or employed, unless the local minimum age for work or mandatory schooling specifies a higher age or if International Labour Organisation (ILO) developing country exemptions apply. Children must not be exploited, denied education and their health and safety must be protected. Children may participate in activities which culturally involve the whole community over a limited period of time;

2. Children and young people under 18 shall not be expected to work throughout the night or under potentially hazardous conditions;

3. If children or young people are found working for any supplier, the supplier involved will be expected to cease the practice and provide remediation for the children or young people concerned, including support for the child to attend and remain in quality education until no longer a child. Suppliers shall clearly document and communicate their policies for dealing with underage children identified even if there are no known children employed.

Environment

As a business we endeavour to take all reasonable steps to reduce our carbon footprint, reduce waste, conserve energy, and consider the impact on the natural environment of all our decisions. Employees are expected to reflect this in their day to day working practices and decision-making.

Equality of Treatment

There shall be no discrimination in hiring, compensation, access to training, promotion, termination, or retirement based on (but not limited to) gender, age, disability, national origin, race, marital status, sexual orientation, political opinion, union (or non-union) membership, religion, or caste.

Freedom of Association and Employee Representation

1. Suppliers shall recognise and respect the rights of workers to freely join associations (such as workers councils, trade unions and workers associations) which can collectively represent their interests. Employers shall not interfere with or attempt to dominate or control such bodies, nor discriminate against workers choosing to belong to them;

2. Suppliers shall respect the rights of such workers' associations to represent their members, and to bargain collectively as defined and interpreted by the ILO and national legal framework;

3. Suppliers must share with their employees' information which will affect working conditions, and develop effective mechanisms for consultation;

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4. Where the right to freedom of association and collective bargaining is not permissible under national law, suppliers should facilitate the development parallel means of independent and free association and bargaining.

Forced Labour

1. There shall be no forced, bonded, or involuntary labour of any description;

2. Suppliers shall allow their employees the right to leave after giving reasonable notice;

3. Workers shall not be required to lodge deposits or I.D. papers unless it is a legal requirement to do so. In all circumstances these must be returned promptly upon cessation of employment.

Health, Safety and Hygiene

1. Every effort shall be made to provide a safe and hygienic working environment. Adequate steps should be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work. Suppliers must have appropriate procedures in place to deal with serious injuries;

2. Suppliers must complete fully documented risk assessments of their sites and accommodation provided, and regularly monitor risks posed to workers' health and safety;

3. Suppliers are expected to assign a senior management representative to be responsible for health and safety issues. Suppliers should set up procedures to consult with employees to seek their contribution in assessing the site's health and safety and in developing health and safety standards;

4. No worker shall be employed in potentially hazardous conditions without receiving adequate safety training and supervision. Records of safety training must be available for inspection. Individual workers must be able to demonstrate their understanding of the job and the ability to perform it to at least the minimum standard required by their employer;

5. Suppliers shall provide essential items of climatically appropriate protective clothing and safety equipment free of charge to their workers;

6. Workers shall be provided with access to potable drinking water, clean toilets, and (if appropriate) washing facilities;

7. Where provided, accommodation shall be safe, clean, and meet the basic needs of workers. Secure storage facilities should be provided. Suppliers should provide a range of mixed gender, segregated and family accommodation as appropriate for the number of workers housed;

8. Where management provides dedicated transport for the movement of the workforce to, from, or within the workplace, these shall conform to the minimum standards set down in the appropriate national transport legislation. In the absence of such legislation, the management shall make every reasonable effort to minimise risk to the workforce whilst transporting them;

9. Food, beverages, and domestic goods offered for sale to workers shall be at price levels no higher than those prevailing nationally.

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Working Hours

1. Workers shall not be expected to work in excess of 48 hours per week or less if there is a lower national limit or an agreed industry norm;

2. Overtime shall be voluntary, limited to no more than 12 hours per week, and not requested on a regular basis;

3. There shall be proper provision for rest and sleep. Breaks, holiday allowance and rest periods shall be in full accordance with national law. Workers have the right to either an uninterrupted 24 hours without any work each week or an uninterrupted 48 hours without any work each fortnight.



Andrew Billson
Managing Director
1st January 2026